

**American Center for International Labor Solidarity, AFL-CIO
(The Solidarity Center/SC)**

Office: Europe

Program: Croatia

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Background

Negotiations on the amendments to the Labor Law represented the development which has clearly marked the two year period of the present Agreement, and has influenced overall industrial and social relations in Croatia.

The negotiations, initiated by the Government for the purpose of introducing more flexibility into labor legislation, have been carried out over an extended period of time, and conducted in a manner which has undermined the procedures and institutions established to support social dialogue in the country.

However, these developments have, in final analysis, affected trade union movement in Croatia favorably. Faced with a serious threat, they have, for the first time, managed to mount a comprehensive joint campaign, and to create formal and informal models of collaboration which have since proven enduring and solid. The first ideas of possible mergers between confederations have been brought to the fore in this period as well.

The trade unions continued to be the staunchest supporters of social dialogue in Croatia. They have participated fully in all the initiatives and bodies of the Economic Social Council, and have testified to their commitment to dialogue by preserving social peace in very difficult circumstances. Moreover, they have spearheaded the efforts towards the establishment of economic social councils at county levels throughout Croatia.

The other important development that marked Croatian society in general during this period was the progression of Croatia's efforts geared towards the accession to EU. Trade unions have participated in this effort through their involvement in technical committees charged with harmonization of Croatian legislation with the Union's legal system, through their participation in standing parliamentary committees, and through the Economic Social Council and its committees. Their advocacy of Croatia's cause before their international partners has also contributed to the positive evaluation of Croatian social dialogue system, an important element in the overall process.

Trade unions have also participated in several cross-sectoral activities, such as National Competitiveness Council, and the development of workforce strategy for Croatia.

Result 1: Pension Education

(SO 2.1) More Effective Citizen Participation and Improved Governance; (IR 2.1.1) More Effective Citizen Participation in Political and Economic Decision-Making (SO 3.4) Mitigation of Adverse Social Conditions and Trends; (IR 3.4.1) Improved Efficiency of Pension and Social Service Delivery Systems; (IR 3.4.2) Restructured Labor Market and Tripartite Social Compact

Program description

“Pension education and involvement of employees both through their unions and via management education programs. Program are designed to increase the capacity of the unions, by encouraging them to be involved in the process not only by informing their members but also to take responsibility for the new system thereby encouraging close monitoring and scrutiny to protect against abuses”.

Expected results

“By the end of the project, trade union members will have made financial decisions concerning their own pensions, choosing investment funds based on information and knowledge acquired through objective information provided by the Solidarity Center programs”.

Narrative report

The Solidarity Center’s pension program, which was carried out in collaboration with all the stakeholders and with Croatian trade unions in particular, has educated some 55,000 workers on the basic tenets of the new pension system. The results of the independent survey carried out in November of 2001 disclosed that 19.6% of the adult population of Croatia had received information on pension reform through their unions.

Following the successful registration of workers with appropriate government agency (Regos), and their selection of the fund, the Solidarity Center’s pension activities centered on two facets of the reform. The first one pertained to the establishment of appropriate monitoring and advocacy mechanisms, while the second one was aimed at promotion of participation in Pillar III voluntary pension insurance programs.

The programs activities related to this particular program areas were aided by two World Learning study trips. The first one took place in September of 2002, and consisted of study visit to Bulgaria, which had started pension reform before Croatia did. The principal aim here was to examine control mechanisms established in the Bulgarian system, and particularly the role that the trade unions played in them.

This program was designed to assist the trade union representatives in the newly established Economic Social Council (GSV) subcommittee on pension reform to become more acquainted with their perspective role in the process of monitoring the implementation of the reform, and to strengthen the role of this committee as the forum for tripartite dialogue on pension issues. The fact that this particular forum was in fact used in 2002 to discuss the proposed changes to pension legislation testifies to the success of the above described activity.

The second focus of the pension program was the promotion of participation in Pillar III voluntary pension programs. Although the necessary institutions (pension insurance companies) have in fact been established in Croatia, the participation was quite low: some 3,000 insured persons in 4 pension insurance companies (pension plans), as compared by over a million participants in Pillar II programs in the beginning of 2003.

The reason for such a low participation stems from the fact that Croatians’ disposable income levels are very low (the average salary covers some 70% of expenses of a 4 member family, by trade union estimates), so that only a fraction of the population could in fact benefit from the generous tax break and incentives package provided by the government.

Both trade unions and employers have shown a considerable interest in participating in Pillar III schemes, especially in schemes based on employer contributions into their employees’ pension programs. The unions have managed to introduce such clauses in several collective agreements that have been signed in the course of 2002 and 2003. However, broader acceptance of such schemes is hindered by the fact that contributions by employers remain subject to the exact same taxation and contribution payments as salaries themselves, thus creating a disincentive to pay into these schemes.

In order to overcome these difficulties, and assist the wider acceptance of Pillar III schemes as an instrument for improving industrial relations in Croatia, and for creating greater old-age security for its workers, Solidarity Center has convened a tripartite working group, consisting of representatives of government agencies involved in pension reform, of employers' and industry representatives, and of trade union representatives.

The aim of the said group was to formulate proposals that would improve participation in voluntary pension schemes. The group has concluded that exempting all taxes and levies from pension contributions, up to a specific amount, paid by employers on behalf of workers was the most favorable model for dealing with this issue. The group has formulated an appropriate draft law, and sent it to GSV. The GSV has supported this proposal in March of 2004 (outside the time scope of the present grant), and forwarded it to Ministry of Finance to be included in the overall tax reform, still pending.

This part of the pension activities have been aided by World Learning trip to the US, where the above mentioned tripartite group traveled to learn about voluntary pension systems in the States.

Activities

03/15/02

Seminar on the state of Croatian pension reform was held in Zagreb. The seminar, which was directed to leaders of Croatian trade unions and trade union confederations, included presenters from two key bodies for the execution of pension reform - Harena, the fund supervision agency, and Regos, registry of insured persons. The representatives of these two institutions presented an overview of the progress of pension reform, as well as possible issues and problems in the reform process. The seminar provided the participants with the opportunity to ask questions and enter a dialogue regarding the reform progress with the key institutions in the reform. Representatives of HZMO, Croatian Bureau for Pension Insurance, were also present at the meeting, providing additional explanations of issues of interest regarding pension reform, during the two Q&A sessions. Total number of participants: 63 (39 men/24 women).

4/15/02

Representative of Solidarity Center Croatia visited the reception held at Banski dvori regarding the successful implementation of pension reform in the country. The meeting included representatives of the Government and regulatory Government bodies, Regos and Harena, in charge of the pension reform.

6/17/02 to 6/19/02

A series of meetings was held between Mr. Ed Smith, US trade union expert on pension funds, and Solidarity Center partners in Croatia. Mr. Smith, accompanied by Michael Waske and Paul Somogyi, met with Carl Larkins, representative of Carana Corporation in Croatia, Snjezana Plevko, Deputy Head of Harena, the supervising agency in the Croatian reformed pension system, and Dubravko Maric, Deputy Head of Regos, the registry of insured persons in the reformed Croatian pension system. On the trade union side, Mr. Smith met with representatives of all five trade union confederations in Croatia, as well as the independent Croatian Trade Union of Telecommunication Workers (HST). Mr. Smith also met with Dalimir Kuba, president of the Matica trade union confederation, and Gordana Hrgovan from Matica, who is a trade union member of the Economic-Social Council's supervising committee for pension reform.

7/11/02

A meeting was held between Paul Somogyi and Dalimir Kuba, president of Matica confederation. Ms. Gordana Hrgovan, General Secretary of Matica, was also present at the meeting. The meeting focused on current priorities of Matica, and ways in which the Solidarity Center can be of assistance in terms of education programs in the forthcoming period. They brought up the issue of educating local shop stewards in the area of facilitating the successful implementation of local Economic-Social Councils, and education on ways of promoting the creation of Pillar III pension funds as key educational priorities.

07/16/2002

A meeting was held between Solidarity Center and Carl Larkins from Carana Corporation, regarding ways of possible cooperation regarding the further plans of SC and Carana in the area of pension reform education. Solidarity Center presented its thoughts on the next six-month Work-plan, which is being drafted.

07/24/2002

A meeting was held with Dragan Kovacevic, Director of Harena, the agency for supervision of the pension reform, his deputy Snjezana Plevko, Ivica Letinic, Assistant Director, and Kristina Martinovic, the spokesperson

of Hagen. The meeting looked at ways in which a productive cooperation between the Solidarity Center and Hagen can be continued in the area of educational programs regarding pension reform in Croatia, particularly relating to voluntary pension funds (so-called "Pillar III").

9/15/02 to 9/18/02

Solidarity Center Croatia, in cooperation with the Bulgarian office of the Solidarity Center, conducted a study trip to Bulgaria on pension reform, with a focus on trade union inclusion in the reform monitoring process. The participants of the trip were Davor Juric, President of SSSH confederation, Kresimir Sever, President of NHS confederation, and two trade union members of the tripartite GSV sub-committee on pension reform: Gordana Hrgovan from Matica, and Miroslav Brzica from HUS confederation. In addition to Paul Somogyi, SC Croatia's Field Representative; Haidy Eterovic, SC Croatia Program Manager; and Sanja Vukotic from USAID Croatia also participated in the study trip.

11/26/02

A meeting was held between SC/Croatia and Carl Larkins from Carana Corporation, regarding Carana's polling project, aimed to gauge public opinion in Croatia regarding the Labor Law, and labor legislation in general.

07/22/03

Paul Somogyi and Sanja Prkacin attended the reception organized by Regos, the government agency for pension reform, as a "celebration" of its successful engagement in the pension reform process in Croatia and its registration of the one millionth participant in the Pillar II program.

10/25/03 to 11/09/03

Study trip to the US was held on the topic of Pillar III type voluntary pension schemes for a tripartite group of participants. The study trip, organized by SC/Croatia and sponsored by World Learning, encompassed a multitude of meetings organized by the AFL-CIO's Center for Working Capital, as well as a visit to the Philip Morris Corporation in Richmond, Virginia. The group was accompanied by Paul Somogyi, Field Representative and Heidi Eterovic, Program Manager. Total number of participants: 10 (7 men/3 women).

Result 2: Improved tripartite relations and increased transparency

SO 3.4: Mitigation of Adverse Social Conditions and Trends; IR 3.4.2: Restructured Labor Market and Tripartite Social Compact; SO 2.1: More Effective Citizen Participation and Improved Governance; IR 2.1.1: More Effective Citizen Participation in Political and Economic Decision Making; IR 2.1.3.2: Mechanisms for Citizen Participation in Local Governance Improved

Program description

“The principal aim is to provide the labor unions with tools for establishing transparent procedures to be used in discussions and decision-making, as well as in mediation of labor conflicts and alternative dispute resolution. Another objective is to ensure public participation and maximum transparency of the issues discussed at tripartite forums and increase accountability of the labor unions. This will contribute to the development of a culture in which the democratic process can thrive and become natural tendency rather than a sporadic impulse”

Expected results

“By the end of project, trade union organizations have developed a dialogue between themselves, strengthening their mutual collaboration and enabling them to have a real voice in the restructuring of their industries”

Narrative report

The collaboration between confederations representing trade union side at the GSV had been tenuous, despite the progress effectuated by Solidarity Center's strategic planning programs for confederation leaders. These programs produced agreements on several contentious and difficult issues, such as distribution of votes and offices among the unions in the GSV, overall agreement on distribution of trade union assets, etc. However, full and true collaboration has been missing, with the confederations remaining mutually competitive organizations forming temporary and pragmatic alliances among themselves.

However, in the course of years 2002 and 2003, the government has initiated the procedure for the amendments to the Labor Law. The ensuing public discussion and negotiations dominated not only the industrial relations area throughout these years, but seriously affected institutions and perception of social dialogue in Croatia, as well as political arena, contributing to change of government at 2003 elections.

Furthermore, this development represented a threat serious enough for the trade union confederations to all subscribe to full and comprehensive collaboration aimed at protecting the acquired rights of the workers. They have established a coordinating committee of presidents of all confederations, as well as joint expert groups of legal and economic experts. They have also convened an All Labor Assembly, consisting of executive bodies of all affiliates of the six confederations, which was authorized to enact binding decisions. They also formed a joint negotiating team consisting of one “political” person, and one expert, who negotiated with the government on behalf of all the confederations.

These forms of collaboration were viewed favorably by the membership, and the unions' relative success in the negotiations demonstrated clearly that collaboration on important issues produces better results for them collectively and individually than the previous practice.

For this reason, the coordinating committee of confederation presidents continued to exist as the forum for harmonization of confederations' positions on other issues, enabling them, in fact, to subsequently speak with one voice on several important issues. Also, this informal committee served as a mechanism for preparation of unions' joint positions for GSV sessions. The Solidarity Center programs have been geared to assist these kinds of collaboration, and have significantly contributed to their successful maintenance, and to the resolution of problems that occurred in the course of time.

The Solidarity Center has lent considerable support to trade union representatives in tripartite bodies established at county level throughout Croatia. Two series of programs were developed for them, and covered all 21 counties in the country.

The first program centered on strategic planning for successful operation of these local GSVs, and also included skills necessary for establishment and implementation of tripartite collaboration. The second program gave them an introduction to fiscal policy at the county level, namely, the development and composition of county budgets,

as well as into the process of influencing the budgeting procedure, and the overview of the influence of local administration's fiscal policy on economic development, investment, and employment.

The Solidarity Center also developed programs aimed at improved bipartite collaboration. The programs in which representatives of employers' association and trade unions collaborated were virtually non-existent before the Solidarity Center organized a series of joint train-the-trainer seminars on collective bargaining. These programs also encompassed the ideas of cooperative bargaining, and were aimed at reduction of conflicts at this fundamental level of industrial relations. In that end, models for alternative dispute resolution were also included in the curriculum.

The collective bargaining program has produced another bipartite initiative: the development of training manual for future trainers in this area. A bipartite working group was convened, and managed to design a text that can be used by trade unionists and employers simultaneously.

The Solidarity Center has lent significant attention to alternative dispute resolution issues, including a study trip to Ireland to examine their system, one of the most advanced in Europe. These programs have contributed to the adoption of GSV-sponsored collective dispute resolution system in Croatia, and the adoption of the law on mediation in 2003.

Activities

4/26/02

Haidy Eterovic from Solidarity Center met with Vitomir Begovic, head of the Government Office for Social Partnership, with the aim of looking at ways in which the inclusion of trade unions in the tripartite process can be improved.

5/6/02 to 5/8/02

Strategic planning seminar for Croatian trade union confederations was held in Bezanec. The session was a follow-up to the first strategic planning seminar, held in September 2001 in Dubrovnik. All five trade union confederations were represented at the meeting, with two participants each. Michael Waske and Paul Somogyi from Solidarity Center, and Michael Hancock from USAID/Washington were also present at the session. The seminar, which included a SWOT analysis of trade union work in the country in light of continuously changing challenges, provided an opportunity to discuss the challenges facing the unions, and ways in which it may be possible to tackle them.

The discussions and group-work showed that there is a consensus among union representatives regarding what they consider key problematic issues: severance pay, notice periods, definition of "small" employer, and fixed-term work contracts. Trade union opposition to measures such as the decrease of notice periods and severance pay is self-explanatory. The issue of how the definition of the small employer may be changed in the possible amendments of the Labor Law is important to the unions because of the fact that under current provisions, small employers can fire workers more easily. Therefore, broadening the definition of the small employer would result in a significantly higher number of Croatian workers who would be subject to easier job termination by the employer. The issue of part-time contracts surfaced in the light of desire by some labor relations actors to raise the maximum duration of fixed-term work at one employer from three to five years. This is viewed by trade unions as a further erosion of job security for workers, because of the fact that, according to the data stressed at the seminar by several union representatives, more than 80 percent of new job contracts are fixed-term.

While unions oppose changes of the Croatian Labor Law that would be detrimental to workers' interests, they have stressed the willingness to distinguish from different forms of flexibility, ranging from what they consider positive flexibility in terms of increasing productivity, the quality of organization of work and human resources, to negative flexibility of easier firing of workers without addressing any of the deeper and more crucial problems of individual companies and enterprises. Croatian unions are ready to give active support to better productivity, especially in light of the fact that employee motivation and job satisfaction plays a major part in that process. Unions have particularly emphasized that there are far more crucial problems which hamper the growth of Croatian economy than the current level of workers' rights, such as the malfunctioning judicial system, non-transparent and burdening tax system, lack of cohesion in the labor-related legislation, non-enforcement of current laws and regulations, as well as lack of efficient mechanisms of solving labor disputes. Lack of experience and expertise in the collective bargaining arena on part of the employers was also cited as a problem.

The trade union confederation representatives consensually agreed that issues such as economic development and competitiveness need to be combined with an adequate social safety net for affected workers, including retraining and job placement. The necessary ingredient of that process is trade union unity, keeping the members informed, and proving to the public that unions have not taken contradictory positions.

5/10/02

A conference on labor flexibility was held in Zagreb for trade union and employer representatives. The seminar comprised of presentations by the representatives of the German union and employer organizations, Mr. Heribert Kohl and Ms. Dagmar Boving, as well as question and answer sessions for seminar participants.

5/13/02 to 5/15/02

The first seminar within the first part of the train-the-trainer collective bargaining seminar program was held at Plitvice Lakes, with Pete Swanson (Carr, Falkner and Swanson) and Kim Beg of the Federal Mediation and Conciliation Service as trainers. The topic of this session was communication skills, needed to enable seminar participants to continue working as trainers on collective bargaining issues.

The collective bargaining seminar program of Solidarity Center is intended to provide educational assistance to the representatives of Croatian employers and workers in the area of collective bargaining, given the growing importance of bargaining in the development of Croatian labor relations. The program is divided into three parts, each consisting of two seminars for two tripartite groups of participants. The first part deals with communication skills, the second with the advanced collective bargaining, and the third and final part with interest-based bargaining. Total number of participants: 16 (10 women, 6 men).

5/17/02 to 5/18/02

The second seminar within the first part of the train-the-trainer collective bargaining seminar program was held at Plitvice Lakes, with Pete Swanson (Carr, Falkner and Swanson) and Kim Beg of Federal Mediation and Conciliation Service as trainers. The topic of this session was communication skills, needed to enable seminar participants to continue working as trainers on collective bargaining issues. The collective bargaining seminar program of Solidarity Center is intended to provide educational assistance to the representatives of Croatian employers and workers in the area of collective bargaining, given the growing importance of bargaining in the development of Croatian labor relations. The program is divided into three parts, each consisting of two seminars for two tripartite groups of participants. The first part deals with communication skills, the second with the advanced collective bargaining, and the third and final part with interest-based bargaining. Total number of participants: 26 (8 women, 18 men).

5/19/02 to 5/25/02

A World Learning study trip to Ireland took place, organized by the Solidarity Center. The tripartite study trip looked at the Irish experiences in the area of alternative dispute resolution, with a particular emphasis on conciliation and mediation. The visit encompassed meetings with key stakeholders and institutions involved in the ADR process in Ireland, including the Irish Trade Union Congress, Employers' Association of Ireland, Labor Relations Commission, and the Labor Court. Study trip participants were: two legal experts from the HUP Employers' Association of Croatia, two trade union representatives, legal experts Mihajlo Dika and Zeljko Potocnjak, and two Government participants.

5/27/02 to 6/4/02

SC/Croatia translated and distributed in electronic format the ILO book "Negotiating Flexibility", on the basis of requests for assistance in providing information regarding the concept(s) of flexibility in labor relations.

6/10/02 to 6/12/02

The first seminar within the second part of the train-the-trainer collective bargaining seminar program was held at Plitvice Lakes. The topic of this session was advanced collective bargaining, with Eileen Hoffman and Joel Schaffer of the Federal Mediation and Conciliation Service as trainers. The aim of this part of the seminar program was to introduce new and alternative potential content of collective bargaining to seminar participants.

The collective bargaining seminar program of Solidarity Center is intended to provide educational assistance to the representatives of Croatian employers and workers in the area of collective bargaining, given the growing importance of bargaining in the development of Croatian labor relations. The program is divided into three parts, each consisting of two seminars for two tripartite groups of participants. The first part deals with communication skills, the second with the advanced collective bargaining, and the third and final part with interest-based bargaining. Total number of participants: 20 (13 women, 7 men).

6/13/02

Seminar on alternative dispute resolution was held in Zagreb, with Eileen Hoffman and Joel Schaffer of Federal Mediation and Conciliation Service as presenters. The seminar, organized in cooperation with Management Systems International, included participants from the ranks of all three social partners - the Government, the employers and trade unions, with the aim of presenting US system of alternative dispute resolution, given the fact that Croatian Economic-Social Council is working on establishing new procedures and institutional framework for conciliation and mediation, through its working committee on ADR. Total number of participants: 38 (27 women, 11 men).

6/14/02 to 6/15/02

The second seminar within the second part of the train-the-trainer collective bargaining seminar program was held at Plitvice Lakes. The topic of this session was advanced collective bargaining, with Eileen Hoffman and Joel Schaffer of the Federal Mediation and Conciliation Service as trainers. The aim of this part of the seminar program was to introduce new and alternative potential content of collective bargaining to seminar participants. The collective bargaining seminar program of Solidarity Center is intended to provide educational assistance to the representatives of Croatian employers and workers in the area of collective bargaining, given the growing importance of bargaining in the development of Croatian labor relations. The program is divided into three parts, each consisting of two seminars for two tripartite groups of participants. The first part deals with communication skills, the second with the advanced collective bargaining, and the third and final part with interest-based bargaining. Total number of participants: 24 (7 women, 17 men).

6/25/02 to 6/28/02

Dario Borkovic, Program Coordinator at the Croatian Office of the Solidarity Center, participated in a study trip to Budapest, Hungary, on Alternative Dispute Resolution. The study trip was organized by Management Systems International, with a purpose of presenting the Hungarian experiences in setting up a conciliation and arbitration service to the members of a tripartite committee on mediation and conciliation of the Croatian Economic-Social Council, as well as to the legal experts involved in the decision making procedure on Croatian ADR system. The trip included meetings with Professor Csilla Kollonay-Lehoczky, university professor of labor law and an expert on Hungarian industrial relations, Mr. Kalman Gulyas, Director of the Hungarian Labor Relations Mediation and Arbitration Service (MKDSZ), Mr. Raimund Kantor, secretary of MKDSZ, and representatives of the employers and trade unions as two social partners.

6/27/02

Paul Somogyi and Heidi Eterovic called upon Vito Begovic, Head of the Office of Social Dialogue, for an update on the progress of its work and to see in what ways the Solidarity Center could enhance the process.

7/1/02 to 7/3/02

The first seminar within the third part of the train-the-trainer collective bargaining seminar program was held at Trakoscan. The aim of this part of the seminar program, with Pete Swanson from Carr, Falkner and Swanson as trainer, was to present the concept of interest-based bargaining to the participants. The seminar also included a session on costing-out a collective agreement, with Paul Somogyi as trainer. The collective bargaining seminar program of Solidarity Center is intended to provide educational assistance to the representatives of Croatian employers and workers in the area of collective bargaining, given the growing importance of bargaining in the development of Croatian labor relations. The program is divided into three parts, each consisting of two seminars for two tripartite groups of participants. The first part dealt with communication skills, the second with advanced collective bargaining, and the third and final part with interest-based bargaining. Total number of participants: 21 (11 women, 10 men).

7/2/02

Dario Borkovic, Program Coordinator of the Solidarity Center, participated in a roundtable on alternative dispute resolution, organized by the Office for Social Partnership and Management Systems International. The roundtable included presentations of the expert proposals by social partners on the Croatian institutional model of conciliation in labor disputes, and practical issues that need to be resolved as new procedures are being established. Mr. Vitomir Begovic, Head of the Office for Social Partnership, and Ms. Ingrid Anticevic Marinovic, Government Minister of Justice also addressed the roundtable, emphasizing the importance of mediation and conciliation as mechanisms of improving the quality of industrial relations and of relieving the justice system of the excessive burden of labor disputes.

7/5/02 to 7/6/02

The second seminar within the third part of the train-the-trainer collective bargaining seminar program was held at Trakoscan. The aim of this part of the seminar program, with Pete Swanson from Carr, Falkner and Swanson as trainer, was to present the concept of interest-based bargaining to the participants. The seminar also included a session on costing-out a collective agreement, with Paul Somogyi as trainer. The collective bargaining seminar program of Solidarity Center is intended to provide educational assistance to the representatives of Croatian employers and workers in the area of collective bargaining, given the growing importance of bargaining in the development of Croatian labor relations. The program is divided into three parts, each consisting of two seminars for two tripartite groups of participants. The first part dealt with communication skills, the second with advanced collective bargaining, and the third and final part with interest-based bargaining. Total number of participants: 13 (4 women, 9 men).

07/07/02 to 07/10/02

Paul Somogyi, Field Representative of the Solidarity Center Office in Croatia, participated in a Symposium on the Social and Economic Councils and Tripartite Consultations, held in Brussels and sponsored by USAID, through World Learning. The tripartite group of participants included Davorko Vidovic, Minister of Labor, Mato Crkvenac, Minister of Finance, Mr. Vitomir Begovic, Head of the Office for Social Partnership; on the trade union side Vilim Ribic, Kresimir Sever, Zdenko Mucnjak, Boris Kunst and Davor Juric, and on the employer side Zeljko Ivancevic and Ivan Paradzik. Accompanying the group were also Joe Lowther and Tea Novak from MSI Croatia, Elizabeth McKeon, Pamela Baldwin and Vladimira Dukic from USAID. The study trip encompassed meetings and discussion with representatives of the European Economic and Social Committee, Flemish and Belgian ESCs, as well as the Ministry of Employment and Labor. The role of social partnership in lowering unemployment and improving competitiveness was also presented, by Kevin O'Kelly, Research Manager of the European Foundation for the Improvement of Living and Working Conditions, followed by a round-table.

7/17/02

A meeting was held with Joe Lowther from Management Systems International. Solidarity Center informed Mr. Lowther of a preliminary draft of forthcoming SC activities that may be included in the next six-month work plan, pending further development, as well as consultations with SC partners. Possible cooperation and coordination between Solidarity Center and Management Systems International was also discussed in the area of educational activities.

8/8/02

A meeting was held with Anne Convery from USAID/Washington and Sanja Vukotic from USAID/Croatia, Solidarity Center's CTO, to discuss the current situation of the social dialogue process in Croatia. SC/Croatia's draft of its work-plan for the next 6-month period was also reviewed.

8/29/02

A meeting was held between Paul Somogyi and Zdenko Mucnjak, president of HUS confederation, at the request of Vito Begovic, head of the Office for Social Partnership. The request and the meeting were caused by the announced possibility of HUS confederation leaving the Partnership for Development agreement, in response to price-rises of electricity and gas, which were not discussed through tripartite mechanisms of the Economic-Social Council. HUS, however, will continue within the Partnership for Development Agreement for the foreseeable future.

9/3/02

A meeting was held of the Solidarity Center's Advisory Board, consisting of representatives of trade union confederations and major independent trade unions. Solidarity Center office presented the draft of its ideas for the forthcoming work-plan, which were endorsed by the participants.

9/5/02

A meeting was held between Solidarity Center, Carl Larkins from Carana Corporation and Joe Lowther from MSI Tripartite Dialogue Project, with the aim of exchanging ideas and information that may be of use in coordinating the activities of the implementers.

9/6/02

A meeting was held with Davorko Vidovic, Minister of Labor and Social Welfare, regarding the priorities of the Ministry in the area of social dialogue, and ways in which the Solidarity Center could contribute to the improvement of social dialogue through its programs.

9/20/02 to 9/27/02

Paul Somogyi, Field Representative of the SC/Croatia, participated in the Field Staff Conference of the Solidarity Center, which was held in Washington DC.

9/30/02 to 10/1/02

Haidy Eterovic, SC/Croatia's Program Manager, participated in a conference on local Economic-Social Councils, which was organized in Stubicke toplice by Management Systems International.

10/18/02

Paul Somogyi and Heidi Eterovic met with Davorko Vidovic, the Minister of Labor, regarding SC programs and ways that our efforts might best be adjusted to help the trade unions in the social dialogue process.

10/24/02

Paul Somogyi and Heidi Eterovic attended a meeting at USAID to meet its new Director, Bill Jeffers, and outline SC's programs, along with other SO 2.1. and SO 3.4. implementers.

10/25/02

Meeting was held with Liz McKeon from USAID/Washington, Chuck Howell and Sanja Vukotic from USAID/Croatia, and Joe Lowther from Management Systems International. The meeting dealt with the last session of the Croatian Economic-Social Council, which was held in Brijuni Island in October, and ways in which SC/Croatia might facilitate the trade unions coming together, and speaking with one voice in the Croatian tripartite process.

10/30/02

Meeting was held with Joe Lowther and Mary Ann Dizdar from MSI/Croatia, with the topic of the last session of the Economic-Social Council in Brijuni, as well as the forthcoming social dialogue study trip to Vienna, Austria, scheduled for November 4-6, which the SC/Croatia's Field Representative, Mr. Paul Somogyi, will also attend as observer.

10/31/02

Meeting was held with Zdenko Mucnjak, President of the HUS trade union confederation, with the aim of assessing how the SC/Croatia might be of assistance to the trade union side at the Economic-Social Council to facilitate the trade unions speaking with one voice in the tripartite dialogue.

11/07/02

Paul Somogyi and Haidy Eterovic met with Vitomir Begovic from the Office for Social Partnership to discuss ways that SC/Croatia can help fortify the social dialogue process.

11/15/02

Paul Somogyi and Dario Borkovic attended the RSRHPT trade union congress in Stubicke toplice.

11/19/02

Paul Somogyi and Haidy Eterovic met with Davor Juric, President of SSSH trade union confederation, on ways to improve SC/Croatia's programs.

11/21/02

Paul Somogyi, Haidy Eterovic and Dario Borkovic met with Zdenko Mucnjak, President of HUS trade union confederation, to see in what ways SC/Croatia could help the coordination process of the trade union side in the Economic-Social Council.

11/28/02 to 11/29/02

Paul Somogyi, SC/Croatia's Field Representative, and Haidy Eterovic, Program Manager, attended the congress of SSUTH trade union of workers in the tourism industry, affiliated to SSSH, upon the invitation by the union president, Ms. Vesna Dejanovic.

12/04/02

Meeting was held regarding the forthcoming SC/Croatia seminar on ADR in Croatia for potential users, between SC/Croatia and trainers at the seminar, Bill Heekin, Jerry Barrett, Dusanka Marinkovic and Ljiljana Lujanac.

The purpose of the meeting was the coordination of individual presentations. Joe Lowther from MSI and Viktor Gotovac, consultant on ADR system in Croatia, were also present at the meeting.

12/05/02

Seminar on mediation and conciliation in Croatia for potential users was held in Zagreb, for the tripartite group of participants. The seminar included presentations on the Croatian mediation and conciliation system, by Dusanka Marinkovic from EKN trade union, and Ljiljana Lujanac from the employers' association HUP, as well as presentations on the ADR practice in the US and the usefulness of ADR procedures, by Jerry Barrett and Bill Heekin. Vitomir Begovic, Head of the Office for Social Partnership, gave opening remarks and answered questions from the audience together with the other trainers. Total number of participants: 53 (32 men/21 women).

12/06/02

Paul Somogyi and Dario Borkovic from SC/Croatia attended part of the training held for new mediators, selected through the tripartite process within the Economic-Social Council. The mediator training was organized by MSI and the Office for Social Partnership, and held in Tuheljske toplice. Both Paul Somogyi (SC/Croatia) and Joe Lowther (MSI) role-played for the participants.

12/12/02 to 12/13/02

Paul Somogyi and Haidy Eterovic from SC/Croatia attended the Congress of the SSSH trade union confederation, held in Opatija. Elections for the President of the SSSH confederation were held, with Davor Juric barely winning a new four-year term as President in a run-off election.

01/08/03

Meeting was held with Bill Jeffers, Director of USAID in Croatia and Chuck Howell from USAID/Croatia, with the aim of introducing the SC/Croatia's work to the new Mission leader.

01/08/03

Meeting was held with Vitomir Begovic, head of the Office for Social Partnership, regarding new developments on the trade union scene in Croatia, following the elections in the largest Croatian confederation, SSSH. The issue of the labor law changes, proposed by the Government, was also discussed.

01/08/03

Meeting was held with Zdenko Mucnjak, president of the HUS trade union confederation, regarding the Government proposal of the Labor Law changes. The unions, opposed to the changes that increase the vulnerability of workers and decrease their social protections, have raised the possibility of jointly organizing a general strike at the time of the parliamentary vote on the Law in early February.

01/09/03

Paul Somogyi and Haidy Eterovic from SC/Croatia attended the screening of the commercial mediation video, held at USAID/Croatia. SC/Croatia has organized educational programs that complement the labor mediation development program of MSI/Croatia, and may continue with these types of programs, depending on consultation with its partners.

01/10/03

SC/Croatia participated in the meeting of USAID/Croatia's implementer organizations, working within the framework of USAID's Strategic Objective 3.4.; "Mitigation of Adverse Social Conditions and Trends". The meeting dealt with current issues and challenges facing implementer work, and included representatives of MSI Croatia and Carana.

01/13/03

Meeting was held with Dalimir Kuba, head of Matica trade union confederation. The Trade Union of Croatian Teachers (SHU), affiliated to Matica, of which Mr. Kuba is the president, organized a strike of teachers and non-teaching staff, which commenced on January 13, 2003, but ended by the third day.

01/13/03

Paul Somogyi and Haidy Eterovic from SC/Croatia met with Vesna Dejanovic, president of SSUTH trade union of workers in tourism. The meeting dealt with recent developments on the trade union scene, and the proposed changes of the Labor Law, to which trade unions are opposed.

01/15/03

Meeting was held with Sanja Vukotic from USAID/Croatia, regarding the progress of SC/Croatia's activities, envisaged in the current six-month work-plan, as well as the educational programs planned for the following months.

01/27/03

Heidi Eterovic attended the press conference of Croatian trade union confederations, as SC/Croatia's observer. The event was organized in the wake of proposals for changes to the Labor Law. The union confederations presented their views of proposed labor law changes, and the dangers they pose to labor rights and the collective bargaining process.

01/31/03

Meeting was held with Ivan Tomac and Hasim Bahtijari from SSSH, and Bozena Strugar from URSH, regarding the ways in which SC/Croatia might further assist Croatian trade unions in the current period. Tomac, the designated spokesperson of all five confederations opposing reforms to the labor act as currently proposed by the government, presented their plans for a media campaign connected with the issue of proposed labor law changes.

02/06/03

SC/Croatia met with Chuck Howell from USAID/Croatia. The meeting dealt with the issue of labor law changes, and the role of the unions in the process, prior to the final parliamentary vote on the Government's proposal. The issue of possible SC/Croatia's financial support to the joint media campaign of union confederations was also discussed, with the conclusion that steps should be taken to analyze whether such support would be in accordance with the SC-USAID grant, but the initial reaction was positive.

02/07/03

Heidi Eterovic, SC/Croatia's Program Manager, attended the public lecture by Professor Alan Neal on the topic "Meeting the Challenge of the E.U. Social Policy", as observer. Professor Neal gave a presentation and took questions on European Union labor law and social policy.

02/07/03 to 02/09/03

Paul Somogyi, SC/Croatia's Field Representative and Dario Borkovic, Program Coordinator, attended as observers the third leg of the training program for mediators and conciliators, organized by MSI/Croatia and the Office for Social Partnership. The seminar, held in Opatija, included presentations on the nature of the Croatian labor relations system and the practice of collective bargaining, by Dusanka Marinkovic from the EKN trade union of chemical workers, and Ljiljana Lujanac from the Croatian Employers' Association HUP. Zeljko Potocnjak, the Constitutional Court judge and labor legislation expert also participated in the seminar program, together with Alan Neal, UK expert on the EU labor relations legislation, who gave an extensive presentation on the nature of EU-level labor legislation.

02/10/03

The first meeting of the committee on drafting a collective bargaining manual was held, with the aim of discussing technical issues regarding further work, the possibility of extending the scope of the working committee, and preliminary activities in developing the content of the manual. Representatives of the Croatian Employers' Association HUP and two union confederations, Matica and NHS, attended the meeting.

02/12/03

Meeting was held with Davor Juric and Ivan Tomac from SSSH confederation, regarding the joint media campaign efforts of Croatian trade union confederations and independent trade unions on the issue of the Labor law changes.

02/12/03

Meeting was held with Stjepan Kolaric from the Trade Union of Printing and Publishing Industry of Croatia, regarding the recent activities of the union.

02/12/03

Paul Somogyi, Field Representative of the SC/Croatia, attended the AED program presentation, followed by the reception with the US Ambassador and USAID Mission Director in Croatia.

02/14/03 to 02/15/03

First out of what may be a total of five (5) seminars for union members of local Economic Social Councils (GSVs) at the county level was held in Opatija for trade unionists from Istarska, Primorsko-goranska and Licko-senjska counties. This educational and training program was carried out in conjunction with the Laboratory for Social Psychology (LASO) with its Director, Dr. Petar Turcinovic, a local renowned social psychology expert with years of experience as an educator and researcher in his field. He was a Fullbright Scholar and has been a guest lecturer at various universities, including Harvard, Brown University, the University of Texas at El Paso and Las Cruces, the University of Maryland at Baltimore, as well as in the region (the national universities in Ljubljana and Sarajevo, for example). He has served as a consultant for many leading Croatian and foreign companies and is currently Vice-President of the Istrian Democratic Party (IDS) and a Member of Parliament. He has also done extensive training for the Employers Association of Croatia (HUP). The Solidarity Center is now trying to also provide similar training to the labor movement in Croatia. Dr. Turcinovic and his team of experts and specialists are carrying out what may be a series of two-day seminars in various parts of the country focused on organizational issues, the value added through a team approach, and ways of improving the efficiency and quality of communication, discussions and decision-making within the local GSVs. Total number of participants: 14 (8 men/6 women).

02/18/03

Paul Somogyi, Field Representative of SC/Croatia, attended the presentation by Dimitrina Dimitrova from ILO Budapest, on flexicurity, a concept denoting the approach to industrial relations, which would combine labor flexibility with social security. SC/Croatia assisted the organization of this event, by covering the cost of meals for the participants and simultaneous translation. Total number of participants: 14 (8 men, 6 women).

02/19/03 - Meeting of the Solidarity Center's Trade Union Advisory Committee was held, regarding the plans of Solidarity Center in the next six-month period, as well as the overview of activities performed under the current six-month work-plan. The meeting was attended by Marija Hanzevacki from NHS confederation, Stjepan Kolaric from the Trade Union of Workers in Printing and Publishing Industry of Croatia, Zdenko Mucnjak, president of HUS confederation, Zeljko Slunjski, acting general secretary of SSSH confederation, Ana Pezelj, educational coordinator of SSSH, and Arna Busljeta, president of the Trade Union of Workers of Privredna Bank Zagreb. Sanja Vukotic, CTO/USAID also attended. Both the AID Director and Chuck Howell were expected to attend, but had to cancel at the last minute.

02/20/03

Meeting was held of USAID/Croatia's implementer organizations, subsumed under the Strategic Objective 3.4. "Mitigation of adverse social conditions and trends". The purpose of the meeting was an overview of existing implementer activities.

02/21/03 to 02/22/03

Second out of what may be a total of five (5) seminars for union members of local Economic Social Councils (GSVs) at the county level was held in Split for trade unionists from Zadarska, Sibensko-kninska, Splitsko-dalmatinska, and Dubrovacko-neretvanska counties. This educational and training program was carried out in conjunction with the Laboratory for Social Psychology (LASO) with its Director, Dr. Petar Turcinovic, a local renowned social psychology expert with years of experience as an educator and researcher in his field. He was a Fullbright Scholar and has been a guest lecturer at various universities, including Harvard, Brown University, the University of Texas at El Paso and Las Cruces, the University of Maryland at Baltimore, as well as in the region (the national universities in Ljubljana and Sarajevo, for example). He has served as a consultant for many leading Croatian and foreign companies and is currently Vice-President of the Istrian Democratic Party (IDS) and a Member of Parliament. He has also done extensive training for the Employers Association of Croatia (HUP). The Solidarity Center is now trying to also provide similar training to the labor movement in Croatia. Dr. Turcinovic and his team of experts and specialists are carrying out what may be a series of two-day seminars in various parts of the country focused on organizational issues, the value added through a team approach, and ways of improving the efficiency and quality of communication, discussions and decision-making within the local GSVs. Total number of participants: 13 (9 men/4 women).

02/28/03 to 03/01/03

Third out of what may be a total of five (5) seminars for union members of local Economic Social Councils (GSVs) at the county level was held in Trakoscan for trade unionists from Koprivnicko-krizevacka, Krapinsko-zagorska, Medjimurska and Varazdinska counties. This educational and training program was carried out in conjunction with the Laboratory for Social Psychology (LASO) with its Director, Dr. Petar Turcinovic, a local renowned social psychology expert with years of experience as an educator and researcher in his field. He was a

Fullbright Scholar and has been a guest lecturer at various universities, including Harvard, Brown University, the University of Texas at El Paso and Las Cruces, the University of Maryland at Baltimore, as well as in the region (the national universities in Ljubljana and Sarajevo, for example). He has served as a consultant for many leading Croatian and foreign companies and is currently Vice-President of the Istrian Democratic Party (IDS) and a Member of Parliament. He has also done extensive training for the Employers Association of Croatia (HUP). The Solidarity Center is now trying to also provide similar training to the labor movement in Croatia. Dr. Turcinovic and his team of experts and specialists are carrying out what may be a series of two-day seminars in various parts of the country focused on organizational issues, the value added through a team approach, and ways of improving the efficiency and quality of communication, discussions and decision-making within the local GSVs. Total number of participants: 11 (9 men/2 women).

03/05/03

Meeting was held with Joe Lowther from MSI, with the aim of exchanging information regarding planned educational activities of MSI and the Solidarity Center in the area of social dialogue.

03/13/03

Meeting was held with Stjepan Kolaric, president of the Trade Union of Printing and Publishing Industry in Croatia (and the leading independent forming a sixth confederation), regarding the planned activities of the Solidarity Center for the forthcoming six-month period.

03/14/03

Meeting was held with Zdenko Mucnjak, president of HUS trade union confederation, regarding the planned activities of the Solidarity Center for the forthcoming six-month period.

03/17/03

Meeting was held with Dalimir Kuba, president of Matica trade union confederation, regarding the planned activities of the Solidarity Center in the forthcoming six-month period.

03/18/03

Meeting was held with Davor Juric, president of SSSH trade union confederation, regarding the planned activities of the Solidarity Center in the forthcoming six-month period.

03/19/03

Meeting was held with Karl Feldengut, head of the PHARE project on social dialogue issues in Slovenia, and Mary Ann Dizdar and Joe Lowther from MSI. The meeting dealt with labor relations in Croatia, with regard to social dialogue on branch and sectoral level.

03/20/03

Meeting was held with Kresimir Sever, president of NHS trade union confederation, and Marija Hanzevacki, general secretary of NHS, regarding the planned activities of the Solidarity Center in the forthcoming six-month period.

03/21/03 to 03/22/03

Fourth out of what may be a total of five (5) seminars for union members of local Economic Social Councils (GSVs) at the county level was held in Zagreb for trade unionists from Zagrebacka, Bjelovarsko-bilogorska, Sisacko-moslavacka and Karlovacka counties. This educational and training program was carried out in conjunction with the Laboratory for Social Psychology (LASO) with its Director, Dr. Petar Turcinovic, a local renowned social psychology expert with years of experience as an educator and researcher in his field. He was a Fullbright Scholar and has been a guest lecturer at various universities, including Harvard, Brown University, the University of Texas at El Paso and Las Cruces, the University of Maryland at Baltimore, as well as in the region (the national universities in Ljubljana and Sarajevo, for example). He has served as a consultant for many leading Croatian and foreign companies and is currently Vice-President of the Istrian Democratic Party (IDS) and a Member of Parliament. He has also done extensive training for the Employers Association of Croatia (HUP). The Solidarity Center is now trying to also provide similar training to the labor movement in Croatia. Dr. Turcinovic and his team of experts and specialists are carrying out what may be a series of two-day seminars in various parts of the country focused on organizational issues, the value added through a team approach, and ways of improving the efficiency and quality of communication, discussions and decision-making within the local GSVs. Total number of participants: 19 (13 men/6 women).

03/25/03

Meeting was held with Boris Kunst, president of URSH trade union confederation, regarding the planned activities of the Solidarity Center in the forthcoming six-month period.

03/28/03

Second meeting was held of the SC/Croatia committee for the creation of a manual on collective bargaining, including representatives of unions, as well as the Croatian Employers' Association HUP. The meeting included discussions on the details of the collective bargaining manual's content.

03/31/03

Meeting was held with Sanja Vukotic and Chuck Howell from USAID/Croatia, dealing with possible activities of the Solidarity Center in Croatia in the period following the end of the current grant, which expires in September 2003.

04/07/03

Heidi Eterovic and Sanja Prkacin from SC/Croatia conducted individual meetings with Dalimir Kuba, president of Matica confederation; Davor Juric, president of SSSH; Stjepan Kolaric, president of the Trade Union of Printing and Publishing Industry of Croatia; and Zdenko Mucnjak, president of HUS confederation. The meetings dealt with the upcoming programs of SC/Croatia, union participation in them, as well as potential needs that union confederations may have in the upcoming period of taking over the presidency of the Economic-Social Council.

04/10/03

Heidi Eterovic and Sanja Prkacin from SC/Croatia met with Kresimir Sever, president of the NHS trade union confederation, regarding the upcoming programs of SC/Croatia, union participation in them, as well as potential needs that union confederations may have in the upcoming period of taking over the presidency of the Economic-Social Council.

04/30/03

Paul Somogyi, Heidi Eterovic and Sanja Prkacin met with Davor Juric, president of the SSSH trade union confederation, regarding the forthcoming strategic planning session with Laurie Clements as facilitator, to be held in Bezanec from 15 to 17 May 2003. The issue of SSSH participation in this event was discussed, together with the participation in the World Learning-sponsored study trip to Poland, which will be held in the early part of June.

05/01/03

Paul Somogyi, Heidi Eterovic and Sanja Prkacin visited the traditional May Day gathering in the Maksimir park in Zagreb. The event, which was also attended by the Prime Minister Ivica Racan and the President Stipe Mesic, included joint participation of all Croatian trade union confederations.

05/07/03

Paul Somogyi, Heidi Eterovic and Sanja Prkacin met with Kresimir Sever, head of the NHS trade union confederation; Marija Hanzevacki, NHS General Secretary, and presidents of major unions affiliated to NHS: Dubravko Corak, president of the Trade Union of Workers in the Energy Sector; Ivica Ihas, president of the trade union of employees in the state and local administration; and Jadranko Vehar, president of the Trade Union of Postal Workers. The topic of the meeting was the participation of NHS's representatives at the forthcoming strategic planning seminar for leaders of Croatian trade union confederations.

05/12/03

Paul Somogyi and Dario Borkovic attended the public debate, organized by the Croatian Association of Nurses and the Croatian Trade Union of Nurses and Medical Technicians, entitled "Nurses in the Health Care Reform Process".

05/15/03 to 05/17/03

Strategic planning session for leaders of Croatian trade union confederations was held in Bezanec, with Laurie Clements, the Field Representative of the Solidarity Center in Serbia and Montenegro as trainer. This session was a continuation of SC/Croatia's efforts of facilitating the increased cooperation of Croatian trade union confederations. Total number of participants: 20 (15 men/5 women).

05/16/03 to 05/17/03

The fifth out of a total of five seminars for union members of local Economic Social Councils (GSVs) at the county level was held in Nasice for trade unionists from Brodsko-posavska, Viroviticko-podravska, Osječko-baranjska, Vukovarsko-srijemska and Požeško-slavonska counties. This educational and training program was carried out in conjunction with the Laboratory for Social Psychology (LASO) with its Director, Dr. Petar Turcinovic, a local renowned social psychology expert with years of experience as an educator and researcher in his field. He was a Fulbright Scholar and has been a guest lecturer at various universities, including Harvard, Brown University, the University of Texas at El Paso and Las Cruces, the University of Maryland at Baltimore, as well as in the region (the national universities in Ljubljana and Sarajevo, for example). He has served as a consultant for many leading Croatian and foreign companies and is currently Vice-President of the Istrian Democratic Party (IDS) and a Member of Parliament. He has also done extensive training for the Employers Association of Croatia (HUP). The Solidarity Center is now trying to also provide similar training to the labor movement in Croatia. Dr. Turcinovic and his team of experts and specialists carried out what turned into a series of two-day seminars in various parts of the country focused on organizational issues, the value added through a team approach, and ways of improving the efficiency and quality of communication, discussions and decision-making within the local GSVs. Total number of participants: 12 (12 men).

05/23/03

Paul Somogyi, Heidi Eterovic and Sanja Prkacin attended the second regular assembly of the NHS trade union confederation, held in Zagreb. Among the guests who attended the assembly were Davorko Vidovic, Minister of Labor, Zdravko Tomac, Vice-President of the Croatian Parliament, and Bill Jeffers, Director of USAID/Croatia. The assembly, which included reports on the work of the NHS, resulted in the reelection of Kresimir Sever, the president of the confederation.

05/26/03 to 05/28/03

Three consecutive afternoon sessions were held of the consultative body on the collective bargaining manual, with Jim Mangan as expert adviser. The sessions were the continuation of the project by SC/Croatia of producing a manual on collective bargaining through the framework of a tripartite working group, with the aim of using the produced manual as a basis for train-the-trainer program on collective bargaining in the forthcoming period.

06/16/03

Paul Somogyi, Heidi Eterovic and Sanja Prkacin from SC/Croatia met with Davor Juric, president of SSSH confederation, together with Joe Lowther, director of MSI/Croatia. The meeting dealt with the overview of SC/Croatia's and MSI's current educational programs, and activities of the SSSH confederation, and ways that they could complement each other.

06/26/03 to 06/27/03

Paul Somogyi, Sanja Prkacin and Dario Borkovic from SC/Croatia attended as guests of UNI's World Telecom Conference in Zagreb. Croatian telecom union HST is part of the global organization UNI, as well as the recently formed Croatian union confederation, UNI-CRO. The CWA was represented by Larry Cohen, Executive Vice-President, as well as two other Vice-Presidents (Ralph Mally and Jeffrey Rothenbach). The SC Office in Zagreb was called upon at the last minute to assist the Croatian visa process for some of the delegates from around the world. Larry Cohen was unanimously re-elected as President of UNI's Telecom Section.

06/27/03

Paul Somogyi met with Philip Jennings, General Secretary of UNI. SC/Croatia plans to organize a conference on successful examples and experiences of union mergers, where Philip Jennings would be one of the presenters.

07/08/03

Session of the SC/Croatia's Advisory Committee was held at SC/Croatia's office, with the purpose of providing overview of SC/Croatia's planned activities for the future to Committee members and their organizations. Among the present were: Ana Pezelj, Educational Coordinator from SSSH confederation; Kresimir Sever, president and Marija Hanzevacki, General Secretary of NHS confederation; Maja Rilovic, Educational Coordinator and Zdenko Mucnjak, president of HUS confederation; Ivica Pintaric, Secretary of Matica confederation; Josip Pupic, president of HST trade union of telecommunications, affiliated to UNI-CRO confederation, and Marinka Boljkovac, General Secretary of the Trade Union of Croatian Journalists.

07/10/03

Meeting was held of the Committee on the creation of the collective bargaining manual, to be used by all three social partners. The topic of this session of the committee was the draft of the manual produced by Jim Mangan, expert on collective bargaining, upon his visit to Croatia and work with the committee members. The participants of the committee session were: Boris Sifter, Maja Rilovic, Bozena Strugar, Jasna Pipunic, Vladimir Kovar and Ivica Pintaric from the union side, and Zeljko Orsag as the representative of HUP, the Croatian Employers' Association.

07/23/03

Paul Somogyi, Sanja Prkacin and Dario Borkovic attended an informal lunch meeting with Joe Lowther, Tea Novak and Irena Nezic from MSI, as well as Carl Larkins from Carana. Joe Lowther, director of the MSI Croatia project, is leaving MSI for a new job in Washington at the end of July.

07/29/03

Paul Somogyi met with Chuck Howell from USAID/Croatia, regarding financial issues, expenditures and a three-month no-cost extension for SC/Croatia's program after September 30, 2003.

09/12/03

Meeting was held with Kresimir Sever and Marija Hanzevacki from the NHS trade union confederation to discuss their aims and goals for the strategic planning seminar for this confederation, scheduled for December 8-10, 2003, with Pete Swanson and Frank Carr as trainers.

09/15/03

Meeting was held with Zdenko Mucnjak from HUS trade union confederation to discuss their aims and goals for the strategic planning seminar for this confederation, scheduled for December 4-6, 2003, with Pete Swanson and Frank Carr as trainers.

09/16/03

Meeting was held with Stjepan Kolaric, president of UNI-Cro trade union confederation, regarding the participation at the forthcoming strategic planning seminar for UNI-Cro, scheduled for December 1-3, 2003, with Pete Swanson as trainer.

09/17/03

Meeting was held with Russ Webster and Tea Novak from Management Systems International, with the aim of sharing both organizations' educational plans for the forthcoming period.

09/23/03

Meeting was held with Hasim Bahtijari, former head of the SSSH trade union confederation's media department and publisher, regarding possible cooperation with SC/Croatia on educational and promotional projects in the area of company co-decision making and conciliation procedures in labor disputes.

Result 3: Proactive involvement in economic restructuring

SO 3.4: Mitigation of Adverse Social Conditions and Trends; IR 3.4.2: Restructured Labor Market and Tripartite Social Compact; SO 2.1: More Effective Citizen Participation and Improved Governance; IR 2.1.1: More Effective Citizen Participation in Political and Economic Decision Making

Program description

“Providing the unions with the tools they need in order to represent the economic interests of workers during privatization and restructuring, reform of social institutions, and in economic and political integration processes. In addition to training on specific economic issues, this series of local programs will also enhance the trade unions’ ability to participate in political processes, and to involve their membership in this context, increasing both internal democracy practices within the unions as well as public participation”.

Expected results

“By the end of the project, Croatian trade unions from selected industry sectors will have engaged in more effective interaction from exposure to the various models associated with tripartism, workers’ councils, political lobbying, and collective bargaining during economic transition. A constructive strategic plan, reflecting their joint objectives for the restructuring of their industries will be in place.

At the company level, the unions will be able to assess realistically the viability of a company, and to create adequate responses aimed at protecting the interests of workers. Unions will be able to respond to the rapidly changing economic environment as supportive partners in collaboration with other stakeholders in the process”.

Narrative report

The Solidarity Center has carried out an extensive economic education program in this program period, aimed at perceived needs of several groups of trade unionists.

Namely, the participation in the national level policy discussions and in the activities tied to social dialogue at the country level require from top union officials, both confederation leaders and large branch union leaders, an insight into the basic tents of macroeconomics. For this target group, an introductory seminar was developed, and presented by foremost economists from government institutions and independent organizations. This basic program was appended by a series of seminars on selected topics of macroeconomics, including fiscal and developmental issues related to state budget, economic aspects of EU integration, functioning of international financial institutions and multinational companies, tax system and its effects on economy and development, and others, presenting a comprehensive overview of most of the pertinent macroeconomic issues, to serve as the basis for subsequent tripartite discussions.

At the sectoral level, Solidarity Center has lent support to several large unions facing specific problems due to current political and economic developments in the country. For instance, construction unions were assisted in resolving the policy-level issue of imported workers to be employed in the large infrastructure projects currently underway in Croatia, and the issue of proper and timely on-the-job training. The railroad workers’ union was assisted in carrying out a program to help them resolve problems stemming from the new EU railroad policy, and the restructuring of their company in order for it to be fully integrated in the newly defined traffic corridor. All of these programs were carried out by utilizing social dialogue and through broad involvement of stakeholders from both Croatia and abroad.

As the result of trade union efforts in the negotiations for the amendments of the Labor Law, supervisory boards of companies employing over 200 workers, if they are owned by the state by 25% or more, have to include a workers’ representative. In order to enable trade unions to provide the necessary economic education to this particular group of people, a train-the-trainer program on company-level economics was designed, with the aim of creating a pool of future educators in this area. Similar program was offered to future trainers of union negotiating committees and works councils.

During this program period, Solidarity Center also organized a study trip to Poland to investigate trade union response to the processes of advanced economic transition and pre-association processes in respect of the EU. Issues of regional development, social reform, political action, restructuring of individual industries (electric and shipbuilding), as well as organizing were also investigated.

Activities

12/10/01 to 12/12/01

Seminar on one-on-one communication was held for shop stewards from the SSSH confederation, with Dave Rodich, Service Employees International Union/SEIU, as the instructor. The seminar, which included workshops and group-work, aimed to improve shop steward skills and rapport in every-day work in the field with existing and potential members in the workplace, as a means of increasing union efficiency and transparency.

07/17/02

A meeting was held by S/C staff, Paul Somogyi, Heidi Eterovic and Dario Borkovic with Zdenko Mucnjak, President of HUS trade union confederation, with the aim of obtaining feedback on the existing ideas for Solidarity Center's activities in the forthcoming period. Educational needs of the HUS confederation were discussed as well.

07/18/02

A meeting was held by S/C staff, Paul Somogyi, Heidi Eterovic and Dario Borkovic with Josip Puskaric, executive secretary of the Railwaymen's Trade Union of Croatia and Katarina Mindum, head of the union's Women's Section, regarding ways in which SC Croatia might assist the union, particularly regarding the deregulation of the railway industry, privatization and an eventual EU accession process.

07/24/02

A meeting was held by S/C staff, Paul Somogyi, Heidi Eterovic and Dario Borkovic with Stjepan Kolaric, President of the Trade Union of Printing and Publishing Industry of Croatia. Mr. Kolaric gave a broad overview of his union and their most recent activities in the collective bargaining arena. Other issues were discussed as well, and the Solidarity Center presented its draft ideas regarding the new six-month work plan for the forthcoming period. It should be noted that Mr. Kolaric mentioned that his union intends to establish what will be the sixth national confederation in Croatia. Their initial aim will be to achieve direct representation in the Social Dialogue process and the GSV, but then to pursue a unification of two or more national confederations.

8/22/02

A meeting was held with Zeljko Orsag, Educational Coordinator of the Croatian Employers' Association, HUP, regarding possible cooperation between SC Croatia and HUP on educational programs in the forthcoming six-month period.

08/28/02

A meeting was held with Jasna Pipunic, Secretary of the SING trade union from the oil company INA, regarding the possibilities of organizing training on collective bargaining, on the basis of SC train-the-trainer series of seminars on collective bargaining, which was conducted from May to July. The union responded positively to a suggestion by SC of the possibility of organizing a pilot project regarding local-level GSV's in that company.

9/8/02

A meeting was held with Chris Homan from PriceWaterhouseCoopers, focusing on the assessment of previous cooperation between PWC and the Solidarity Center, as well as the possibilities of continuing the cooperation between the two organizations.

01/17/02 to 01/18/02

Dario Borkovic, SC/Croatia Program Coordinator, participated in the Fourth Regional Roundtable of labor educators held in Sarajevo, Bosnia and Herzegovina. This Roundtable focused on privatization and ways in which it is challenging trade union work, activities, and ways of organization. The program of regional labor educators' meetings, which began as Solidarity Center's regional program, is currently coordinated by the ICFTU Regional Office in Sarajevo.

11/21/02

A meeting was held between SC/Croatia and Ozren Matijasevic from HUS trade union confederation, regarding the possibility of organizing a seminar on privatization for Croatian trade unionists, which would provide a new and updated perspective to union activists on privatization issues in transition countries.

01/27/03

SC/Croatia met with Alen Gagula and Jurgen Buxbaum from the ICFTU Sarajevo Regional Office. The meeting dealt with the technical issues regarding the forthcoming ICFTU Regional Roundtable, which will be held in

Zagreb on 25-27 February 2003. SC/Croatia is providing technical assistance to the Regional ICFTU Office in organizing the Roundtable.

01/28/03

Paul Somogyi from SC/Croatia, and Alen Gagula and Jurgen Buxbaum from ICFTU Sarajevo Regional Office met with Chuck Howell and Sanja Vukotic from USAID/Croatia, regarding the forthcoming ICFTU Regional Roundtable, which will be held in Zagreb on 25-27 February 2003.

02/25/03 to 02/27/03

ICFTU Roundtable of South-East European labor educators was held in Zagreb, with union representatives from Bosnia and Herzegovina, Serbia, Montenegro, Kosovo, Albania, Romania, Bulgaria and Croatia. The main topic of the roundtable was privatization in the public sector. SC/Croatia provided technical assistance to the organizers, the ICFTU Regional Office in Sarajevo.

03/04/03

Meeting was held with Katarina Ott from the Institute for Public Finances (IJF), regarding the possibility of organizing an educational program with IJF trainers, on county budgets for local GSV members. Further consultations were agreed on developing the curriculum of the training.

03/26/03

Meeting was held with Evan Kraft, economic expert and trainer, regarding possible cooperation in the SC/Croatia's envisaged educational program on economics. Potential content and format of the economics training were discussed, and further consultations were agreed.

04/03/03

Meeting was held with Evan Kraft and Marija Zuber, trainers for the planned SC/Croatia's educational program on economics, regarding further detailing of the agenda for the seminar program, and individual topics to be covered by the trainers. The format of the initial seminar was also discussed, and the first seminar is tentatively scheduled for May 7-8, 2003.

04/04/03 to 04/05/03

Seminar on organizing was held for the tourism union SSUTH, affiliated to the SSSH confederation, in Zagreb. The seminar, including workshops and group-work, aimed to improve shop steward skills and rapport in the every-day work in the field with existing and potential members in the workplace, as a means of increasing union efficiency and transparency. Dave Rodich, Service Employees International Union/SEIU, was brought in as the instructor. Total number of participants: 25 (17 men/8 women).

04/08/03 to 04/10/03

Seminar was held for the Croatian Railways' Trade Union, Trade Union of Railway Engineers, Trade Union of Railway Traffic Controllers, and Trade Union of Railway Infrastructure, regarding the EU-level regulatory framework dealing with the regional transfer of train traffic. The seminar, organized in collaboration with the IFF and ETUF, was intended to provide the necessary knowledge to unionists on the EU legislation in the area of the railway sector, in light of the Croatian application for EU membership and legislative obligations stemming from this process. The agenda included presentations from foreign experts Patrizio Grillo (DG TREN, EU Commission), Claudia Menne (TRANSNET, ETF/ITF), and Harald Voitl (GdEO, ETF/ITF Railway Section). SC/Croatia provided financial assistance for the organizing of this seminar. Total number of participants: 44 (40 men/4 women).

05/09/03 to 05/10/03

Seminar on macroeconomics was held for trade union leaders in Zagreb, with trainers Evan Kraft, director of the research department of the Croatian National Bank, and Marija Zuber, expert on fiscal policy and taxation. The aim of the seminar was to improve trade union leaders' capacity for active involvement in policy issues and strategic decision-making, by providing them with necessary insights into the theory and practice of basic macro-level economics. Total number of participants: 25 (16 men/9 women).

06/02/03 to 06/08/03

Study trip to Gdansk, Poland was conducted for representatives of Croatian trade union confederations, in cooperation with World Learning. The trip encompassed meetings with trade union officials from Solidarnosc, and visits to shipyard facilities in Gdansk and Gdynia, and the Gdansk Power Plant owned by a French state-owned multinational. The study trip focused on EU issues, the privatization process with management-employee

ownership, works councils, health care and educational and organizing programs. The group was accompanied by Paul Somogyi and Heidi Eterovic. Total number of participants: 10(7 men/3 women).

06/12/03

Macroeconomics seminar was held for trade union experts, with Evan Kraft as trainer. The topic of this seminar dealt with international financial institutions. Total number of participants: 7 (5 men/2 women).

06/13/03 to 06/15/03

Seminar on organizing and recruitment was held for young trade unionists from youth sections of SSSH trade union confederation, with David Rodich as trainer. Total number of participants: 24 (16 men/8 women).

06/17/03

Macroeconomics seminar was held for trade union experts, with Evan Kraft as trainer. The topic of this seminar dealt with the economic framework of the European Union. Total number of participants: 15 (10 men/5 women).

06/23/03

Macroeconomics seminar was held for trade union experts, with Evan Kraft as trainer. The topic of this seminar dealt with international trade agreements. Total number of participants: 12 (7 men/5 women).

07/03/03

Macroeconomics seminar was held for trade union experts, with Marija Zuber as trainer. The topic of this seminar dealt with the social rights of workers. Total number of participants: 11 (6 men/5 women).

07/09/03

As a substitute for the planned macroeconomics seminar for trade union experts, with Ivana Miletic as trainer, a question and answer session with Ms. Miletic was held for interested parties. The topic of the session was the financing of the public sector. Total number of participants: 2 (2 men), a very poor turnout. Issue has been addressed with all of the confederations to determine cause and to avoid in future.

09/01/03 to 09/03/03

Collective bargaining seminar for women was held in Bizovac for members of the Railroad Workers' Union. The seminar, co-sponsored by the Solidarity Center, included Katarina Mindum and Jasna Petrovic as trainers. An enthusiastic response by all of the participants indicated that the seminar was highly successful and greatly appreciated. Total number of participants: 25 (0 men/25 women).

09/04/03

Meeting was held with the Director and staff of the Institute for Public Finance to review its preparations for three upcoming seminars for local GSVs.

09/05/03

Meeting was held with Marina Kokanovic, economic expert and trainer for two SC/Croatia's seminars on company-level economics. The meeting dealt with details regarding the forthcoming two seminars on the topic.

09/08/03 to 09/10/03

First out of the two planned seminars on company-level economics was held in Zagreb, with Marina Kokanovic, economic expert and former SSSH economic analyst, as trainer. The seminar encompassed a detailed curriculum on the methods of analyzing company balance sheets, profit and loss statements and financial data in general with a view and focus on collective bargaining strategies. This seminar was directed towards economic experts from the trade union scene. Total number of participants: 33 (26 men/7 women).

09/11/03 to 09/13/03

Second out of two planned seminars on company-level economics was held in Crikvenica, with Marina Kokanovic, economic expert and former SSSH economic analyst, as trainer. The seminar encompassed a detailed curriculum on the methods of analyzing company balance sheets, profit and loss statements and financial data in general with a view and focus on collective bargaining strategies. This seminar was directed towards future trainers on this and other economic topics from Croatian trade unions. Total number of participants: 16 (9 men/7 women).

09/19/03

A seminar on county budgets with trainers from the Institute for Public Finance was held in Stubicke toplice for a tripartite group of participants from Croatian counties. This half-day event was part of a larger seminar organized by Management Systems International, and SC/Croatia sponsored the part on county budgets. Additional two seminars on county budgets, organized by SC/Croatia for unionists from Croatian counties, will be held in October and November 2003, expanded to include the other social partners as well if interested. Total number of participants: 30 (23 men/7 women).

10/20/03

Seminar on the financing of the public sector was held, with Ivana Maletic from the Ministry of Finance as trainer, for trade unionists from the public school sector of Croatia. Total number of participants: 31 (18 men/13 women).

10/21/03

Seminar on the financing of the public sector was held, with Ivana Maletic from the Ministry of Finance as trainer, for trade unionists from the public service sector. Total number of participants: 19 (8 men/11 women).

11/07/03

A seminar on county budgets with trainers from the Institute for Public Finance was held in Zagreb for a bipartite group of participants from Croatian counties. The seminar was financed under the no cost extension of the old grant. Total number of participants: 25 (20 men/5 women).

11/17/03

Seminar on county budgets with trainers from the Institute for Public Finance was held in Zagreb for shop stewards from the Trade Union of Croatian Teachers. The seminar was financed under the no cost extension of the old grant. Total number of participants: 28 (14 men/14 women).

Result 4: Increased transparency and public participation in political and economic reform process

SO 3.4: Mitigation of Adverse Social Conditions and Trends; IR 3.4.2: Restructured Labor Market and Tripartite Social Compact; SO 2.1: More Effective Citizen Participation and Improved Governance; IR 2.1.1: More Effective Citizen Participation in Political and Economic Decision Making

Program description

“Finally, the mission wishes to help strengthen the trade unions through promoting internal democracy, membership involvement, and de-centralization within the unions themselves. There is a need to promote collaboration with local government and community groups to broaden the base of debate on all pertinent issues. Such practices would promote transparency not only within trade union organizations, but also foster accountability, initiative, and better practices by local government.

Gender education and learning perspectives will be integrated in the entire Solidarity Center’s planned program”.

Expected results

“By the end of the project, local/regional unions’ advocacy skills will improve considerably. Furthermore, transparency within unions themselves will be increased. A series of seminars will be designed to promote internal communication within trade union organizations; Projects geared towards advancing the skills necessary to accomplish this task like offering computer-based communication that supports broad information sharing and training will also be supported. Finally, quarterly meetings of trade union representatives reporting on the problems with transparency and public disclosure will be established.

Finally, the end of project will have established women’s committees at the local and regional level. At least four training programs will have been organized for representatives of trade union women’s groups. Further, local women’s committees within unions will be strengthened through improvement of internal and external communications channel”.

Narrative report

In this program period, the Solidarity Center has carried out a series of programs with local trainers aimed at increased internal democracy in the unions. They were primarily centered on improving two-way communication throughout confederation structures, with the additional goal of establishing working relationships with other institutions of the civil society, building coalitions, and communicating with the general public through media and through the use of information technologies.

The internal communication programs have proven especially successful, whereas a number of trade unions utilized them as a foundation for mounting their own campaigns around various issues. For instance, several trade unions used the model presented in seminars to increase participation of workers in elections for works councils in companies they organize. The most notable example is PPDIV (agriculture and food processing industry union), which managed to reach participation of 92% in Podravka food processing company. The similar programs were mounted around elections for workers’ representatives in supervisory boards, and the same procedures used for grassroots campaign within the context of get-out-the vote program. Moreover, several unions have also initiated or improved their newsletters and bulletins.

It should also be noted that two manuals were published for the purpose of these programs, both written by Stipe Jolic, one of the local trainers whom the Solidarity Center utilized consistently during this period. The books were: “Internal Communication in Trade Unions and Companies”, and “Communicating With the Media”. The books were distributed to seminar participants and to trade union organizations countrywide.

The Solidarity Center has also carried out a series of seminars on utilizing information technology in communication with the membership and the general public. As the result of these programs, a large number of trade unions have developed their web pages and equipped them with feedback capabilities. These web pages are now used not only for getting the union message out, but also for reporting problems, and for organizing the informal sector, as is the case with Trade Union of Tourism and Catering.

This particular trade union has also proven to be the leader in efforts to increase good management and transparency of labor organizations. Within this program period, they have successfully completed the complex process of acquiring an ISO certificate, the first civil society organization in Croatia to do so, and one of the first

in Europe as the whole. This achievement is the final result of an involved strategic planning program carried out in collaboration between the tourism union and Solidarity Center in previous program periods.

The Solidarity Center has also carried out a number of programs targeted at mainstreaming the issues of specific groups in trade unions, particularly women and youth. Several international and national youth programs were assisted, mostly in collaboration with ICFTU youth network for CEE countries.

Women's programs received special attention, due to the fact that women's groups in Croatian trade union have made great strides in their activities, and have proven leaders in coalition building over large social issues both nationally and internationally. Three international women's schools were held in this period, in collaboration with the ICFTU, and with participation of women leaders from some 20 countries in the region. The issues discussed there, and action-directed training received at those programs, focused on three important areas: women and social rights (2001), workers with family responsibilities (2002), and organizing and counteracting the informal market (2003).

Each of these programs was followed by joint concerted action of women's groups throughout the region, mostly on the eve on the International Women's Day. For instance, in 2002, the regional campaign was focused on women's health care issues, where the Croatian women's groups mounted a successful legislative campaign for the OB-GYN services to be returned to primary health care and financed by national health plan. The Solidarity Center assisted this campaign, in which, among other activities, some 80,000 postcards were sent to the parliament requesting the changes described above.

It should also be noted that the women's groups from different confederations in Croatia have started collaborating fully considerably sooner than their respective top officials, and have proven more willing and able to form issue-based coalitions with diverse organizations and institutions in society as a whole. The Solidarity Center has consistently supported these efforts, and has considered the investment very worthwhile.

Activities

10/23/01 to 10/27/01

The International Trade Union Youth Conference under the headline "Young Workers - Makers of Tomorrow's Unions" was held in Zagreb on October 26 and 27, 2001. It was preceded by a seminar on organizing and recruitment of young workers and a regional meeting. A two-day ICFTU seminar on trade union organizing and recruitment of young workers was held on 23 and 24 October 2001. Second meeting of the ICFTU East-East Youth Network was held on 25th October. These events were supported by American Center for International Labor Solidarity, the Friedrich Ebert Foundation, and the ICFTU.

Representatives from 14 countries were present on the Youth Conference. The represented countries were Estonia, Latvia, Lithuania, Bulgaria, Slovakia, Bosnia-Herzegovina, Montenegro, Romania, Hungary, Slovenia, Albania, FRY, Poland and Croatia.

11/15/01 to 11/17/01

Seminar on internal communication was held in Varazdinske toplice for the Trade Union of Police Workers, with Stipe Jolic as trainer. Total number of participants: 17 (15 men/2 women).

11/29/01 to 12/01/01

Seminar on internal communication was held in Stubicke toplice for the Trade Union of Ina Oil Company, with Stipe Jolic as trainer. Total number of participants: 28 (17 men/11 women).

12/03/01 to 12/08/01

Two three-day workshops were held of the seminar program on web page development, for shop stewards from Croatian confederations. The workshops included a detailed tutorial for using a web-based program for creating and maintaining web pages, which is specifically designed for less experienced computer users. Because of that, it enables trade unions with insufficient funds for webmaster services to easily use the Internet for the purpose of informing both their members, the media, and the public as a whole of their activities, opinions, projects and other affairs.

12/06/01 to 12/08/01

Seminar on internal communication was held in Stubicke toplice for the Trade Union of Printing and Publishing Industry of Croatia, with Stipe Jolic as trainer. Total number of participants: 23 (13 men/10 women).

02/08/02 to 02/09/02

Seminar on internal communication was held in Makarska for shop stewards from HUS trade union confederation, with Stipe Jolic as trainer. Total number of participants: 24 (14 men/10 women).

03/01/02 to 03/02/01

Seminar on internal communication was held in Jastrebarsko for shop stewards from HUS trade union confederation, with Stipe Jolic as trainer. Total number of participants: 23 (16 men/7 women).

5/16/02 to 5/18/02

The following seminar on internal communication was held, with Stipe Jolic as trainer, with all costs covered by the sponsoring local partners: 26 participants (19 males/7 females) in Stubicke toplice for shop stewards of the Trade Union of INA Oil Company and Oil Economy.

5/24/02 to 5/25/02

Internal Communication seminar was held in Vinkovci for HUS trade union confederation (shop stewards from the Slavonia region). The seminar is a continuation of the internal communication seminar program with Stipe Jolic as trainer. Total number of participants: 22 (5 women, 17 men).

6/3/02

The following seminar on internal communication was held, with Stipe Jolic as trainer, with all costs covered by the sponsoring local partners: 29 participants (18 males/11 females) in Stubicke toplice for shop stewards of the PPDIV agricultural trade union.

6/6/02

The following seminar on internal communication was held, with Stipe Jolic as trainer, with all costs covered by the sponsoring local partners: 35 participants (19 males/16 females) in Stubicke toplice for shop stewards of the PPDIV agricultural trade union.

6/6/02 to 6/8/02

SSSH Youth Conference was held in Crikvenica. The conference, which was focused on issues of organizing new union members, was sponsored by the Solidarity Center, as a reflection of effort to empower under-represented interest groups, such as youth and women. Total number of participants: 18 (6 women, 12 men).

6/8/02

Michael Waske, Field Representative of the Croatian Office of Solidarity Center, gave a presentation on trade union organizing at the SSSH Youth Conference in Crikvenica. The presentation focused on the importance of organizing of youth as a means of better representation of that essential constituency group within trade union structures.

6/10/02

The following seminar on internal communication was held, with Stipe Jolic as trainer, with all costs covered by the sponsoring local partners: 27 participants (14 males/13 females) in Stubicke toplice for shop stewards of the PPDIV agricultural trade union.

6/12/02

The following seminar on internal communication was held, with Stipe Jolic as trainer, with all costs covered by the sponsoring local partners: 37 participants (25 males/12 females) in Stubicke toplice for shop stewards of the PPDIV agricultural trade union.

6/14/02 to 6/15/02

A seminar on internal communication was held on the Island of Vis, with Stipe Jolic as trainer. This seminar is a continuation of the internal communication seminar program with Stipe Jolic as trainer. HUS trade union confederation's shop stewards from the region of Dalmatia participated in the seminar, along with shop stewards from the Trade Union of Metal Workers, affiliated to SSSH confederation. Total number of participants: 21 (1 woman, 20 men).

6/28/02

Paul Somogyi and Heidi Eterovic met with the Women's Committee of SSSH, as well as Jasna Petrovic (the ICFTU Regional Coordinator on Gender Issues and the Women's CEE Network), for an update on the activities,

problems, workplans for the near future, and ways that the Solidarity Center could best be of assistance. The 3rd Annual Conference of the Women's Network in the region was also discussed.

7/01/02 to 7/10/02

A study trip of a group of ten Macedonian journalists to Croatia was held, in cooperation between Macedonian and Croatian Office of Solidarity Center, and Marinka Boljkovac, General Secretary of the Trade Union of Croatian Journalists, who was in the role of consultant for the visit. The trip, sponsored by the Solidarity Center in Macedonia through World Learning, encompassed meetings with prominent Croatian journalists covering labor issues, as well as seminars on internal trade union communication and ethics in journalism.

07/16/02

A meeting was held with Denis Terzic, trainer on web page development, regarding the possible continuation of the educational program by Solidarity Center on web page design. Mr. Terzic and his company Git developed a user-friendly, web-based software for web page creation and maintenance, which was introduced to trade union representatives in a series of four three-day workshops, with ten participants each. These seminars were organized by the Solidarity Center in October 2001.

07/16/02

A meeting was held with Stipe Jolic, regarding the continuation of existing educational programs on internal trade union communication with Mr. Jolic as trainer, as well as possible publication and distribution of a book written by Mr. Jolic on the topic of internal communication and communication with the media.

8/19/02

A meeting was held with Jasna Petrovic, regarding the agenda of the forthcoming Women's Conference in Rovinj, to be held in October 2002. It was agreed that the focus of the program will be collective bargaining and negotiating in a local tripartite environment, with the aim of empowering women/workers with family responsibilities to better represent their interests. The trainers will include Elise Bryant, and Sara Jenkins from NDI. Focus on successful activities of women's groups in the region will be provided by trainers from the STAR Network.

8/21/02

A meeting was held with Stipe Jolic, SC local trainer on internal communication, regarding the publication of his book on internal trade union communication. Solidarity Center will cover the costs of printing the book, which will be distributed to users of internal communication seminars.

8/23/02

A meeting was held with Jill Benderly from STAR Network, regarding the outlook and draft agenda of the forthcoming Rovinj Women's School, to be held in October, in which trainers from the STAR Network will also participate.

9/12/02 to 9/14/02

Internal communication seminar with Stipe Jolic and Dijana Pirjavec as trainers was held in Stubicke toplice, for shop stewards from SING trade union. Total number of participants: 22 (6 women, 16 men).

9/12/02

Paul Somogyi and Dario Borkovic from Solidarity Center Croatia visited the internal communication seminar with Stipe Jolic and Dijana Pirjavec as trainers, which was held for shop stewards from the SING trade union, in Stubicke toplice.

9/13/02

A meeting was held with Jasna Petrovic and Bozica Zilic, regarding the third annual women's school in Rovinj, which will be held in October 2002. The meeting focused on further development of the agenda for the conference.

9/26/02 to 9/28/02

Internal communication seminar was held for shop stewards from the PPDIV trade union of agricultural workers, with Stipe Jolic as trainer. The seminar was held in Stubicke toplice. Total number of participants: 20 (5 women, 15 men).

9/27/02 to 9/28/02

Dario Borkovic, SC/Croatia Program Coordinator, participated in a two-day seminar on the project entitled "How to Oppose Discrimination on the Labor Market in South-Eastern Europe", organized by the ILO and ICFTU, in cooperation with the Belgian trade union confederation FGTB.

10/08/02 to 10/12/02

Third International Women's School was held in Rovinj, Croatia. The program of this year's School focused on ways of including issues incorporating issues relating to women and workers with family responsibilities into collective agreements and bargaining, and included workshops and presentations by Elise Bryant from the George Meany Center, Sarah Jenkins from NDI/Croatia, Aleksandra Vladislavljevic and Iva Orceva from the STAR Network, ILO CEET Senior Specialist Dimitrina Dimitrova, as well as ICFTU presenter Marieke Koning from Belgium. Participants from several trade unions in Croatia participated in the School, together with women unionists from Bulgaria, Romania, Serbia, Montenegro, Albania, Slovenia, Czech Republic, Poland, Slovakia, Russia, Lithuania and Estonia. Chuck Howell and Sanja Vukotic from USAID attended as observers. Total number of participants: 81 (77 women, 4 men)

10/21/02 to 10/22/02

Dario Borkovic, SC/Croatia Program Coordinator, participated in the Regional SE-European Youth Forum, held in Sarajevo, Bosnia and Herzegovina. The focus of the forum were ways in which trade union youth representatives and structures can have more influence in confederations, and the discussions during the two-day program dealt with successes and challenges in the previous period, as well as potential content of future cooperation on the regional level.

10/23/02

Paul Somogyi and Heidi Eterovic met with Ivica Ihas, the President of the Trade Union of State and Local Government Employees of Croatia, affiliated to NHS Confederation, and with Marija Hanzevacki, NHS General Secretary, to gain a first-hand insight into their rather extensive operations, including credit union operations, pension fund and housing programs, and ways that SC programs could help them.

10/24/02 to 10/26/02

Internal communication seminar with Stipe Jolic as trainer was held in Stubicke toplice, for shop stewards from the Trade Union of Health Sector. Total number of participants: 12 (6 men/6 women)

11/04/02 to 11/06/02

The first workshop of the November 2002 seminar program on web page development was held in Zagreb, for shop stewards from the SSSH confederation. The program is a continuation of the educational program on web page development education, which started in November 2001. Total number of participants: 9 (2 men/7 women).

11/07/02

The second workshop of the seminar program on web page development was held in Zagreb, for professional staff of the SSSH confederation. The program is a continuation of the educational program on web page development education, which started in November 2001. Total number of participants: 9 (6 men/ 3 women).

11/08/02

The third workshop of the seminar program on web page development was held in Zagreb, for professional staff of the SSSH confederation. The program is a continuation of the educational program on web page development education, which started in November 2001. Total number of participants: 11 (3 men/8 women).

11/18/02 to 11/20/02

The fourth workshop of the seminar program on web page development was held in Zagreb, for shop stewards from the four confederations apart from SSSH, and independent unions. The program is a continuation of the educational program on web page development education, which started in November 2001. Total number of participants: 11 (3 men/8 women).

11/21/02 to 11/23/02

The fifth workshop of the seminar program on web page development was held in Zagreb, for shop stewards from the four confederations apart from SSSH, and independent unions. The program is a continuation of the educational program on web page development education, which started in November 2001. Total number of participants: 8 (2 men/6 women).

11/25/02

Based on the request from SSSH confederation, an additional sixth workshop of the seminar program on web page development was held in Zagreb, for professional staff of the SSSH confederation. The program is a continuation of the educational program on web page development education, which started in November 2001. Total number of participants: 7 (3 men/4 women).

11/18/02 to 11/23/02

Two internal union communication workshops were held in Macedonia, with Stipe Jolic as trainer. The training by Stipe Jolic for Macedonian unionists was a result of cooperation between SC/Macedonia, its local trade union partners, and SC/Croatia.

11/25/02

SC/Croatia co-sponsored, along with the Journalists' Association, the formal "introduction" of Stipe Jolic's training manual on internal communication for trade unions (published with financial assistance from SC/Croatia).

12/02/02 to 12/03/02

Seminar on internal communication was held in Zagreb for women unionists from the SSSH confederation, with Stipe Jolic as trainer. Total number of participants: 22 (22 women).

12/12/02 to 12/14/02

Seminar on internal communication was held in Tuheljske toplice for shop stewards from the HST trade union of telecom workers, with Stipe Jolic as trainer. Total number of participants: 27 (24 males/3 females).

12/19/02

Paul Somogyi, Haidy Eterovic and Dario Borkovic from SC/Croatia visited the SSSH confederation's headquarters, for the signing of the agreement providing the PC with printer for use to the SSSH Women's Section. In addition to Katarina Mindum, Bozica Zilic and Jasna Petrovic as representatives of the SSSH Women's Section, Zeljko Slunjski, the General Secretary of SSSH confederation, was also present at the signing ceremony.

01/30/03

SC/Croatia met with Stipe Jolic, trainer of the educational modules of internal union communication, and union communication with the media. Given the current importance of the labor law issue, SC/Croatia asked Stipe Jolic to prepare a half-day to one-day seminar module, dealing with efficient communication with the media and the general public, which might be utilized by trade union confederations, depending on their interest.

03/06/03

Meeting was held with Denis Terzic, trainer in SC/Croatia's Internet educational programs, regarding ideas for future educational programs.

03/06/03 to 03/08/03

Seminar on internal communication was held in Porec for shop stewards of SING trade union of Ina oil company, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 38 (27 men/11 women).

04/16/03

Meeting was held with Jasna Petrovic, Katarina Mindum and Bozica Zilic, regarding organizational and technical issues pertaining to the International Women's School, to be held in Rovinj from September 30 to October 4, 2003.

04/24/03 to 04/26/03

Internal communication seminar was held in Umag for the trade union of workers in health care, social care and pension insurance, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 29 (12 men/17 women).

04/28/03

Meeting was held of the Coordinating Committee for the forthcoming Women's Conference, including the presentation of the draft agenda and the content of the conference, which will be held beginning of October 2003 in Rovinj, Croatia.

05/08/03 to 05/10/03

Internal communication seminar was held in Umag for shop stewards from the trade union of employees in state and local administration, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 34 (19 men/15 women).

05/15/03 to 05/17/03

Internal communication seminar was held in Topusko for shop stewards from the Trade Union of Printing and Publishing Industry of Croatia, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 22 (16 men/6 women).

05/22/03 to 05/24/03

Internal communication seminar was held in Tuheljske toplice for shop stewards from the trade union of telecommunications HST, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 26 (21 men/5 women).

06/05/03 to 06/07/03

Internal communication seminar was held in Selce for shop stewards from the Trade Union of Education, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 22 (6 men/16 women).

06/12/03 to 06/14/03

Internal communication seminar was held in Rovinj for shop stewards from the RSRHPT trade union of postal workers, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 23 (15 men/8 women).

06/19/03 to 06/21/03

Internal communication seminar was held in Opatija for shop stewards from the trade union of health care, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 21 (13 men/8 women).

07/10/03

Meeting was held with Jasna Petrovic, regarding the forthcoming Women's Conference in Rovinj, which will be held at the beginning of October with domestic and international participants. The meeting served as an overview of the budget and training content. SC Croatia agreed to increase its coverage of Croatian participants (from 20 to 25, 15 for SSSH and 10 for the other confederations).

07/14/03

Meeting was held with Vinko Filipovic, president of the school workers' trade union Preporod, regarding the possibility of publishing a compilation of materials as a companion to the manual by Stipe Jolic on communication with the media (published through the small-grant World Learning program). Unfortunately, it is not something which SC can do due to a number of mitigating factors.

09/11/03 to 09/13/03

Seminar on communication with the media was held in Rovinj for shop stewards from the Trade Union of Nurses, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 34 (6 men/28 women).

09/18/03 to 09/20/03

Seminar on communication with the media was held in Rovinj for shop stewards from the trade union of oil economy SING, with Stipe Jolic and Dijana Pirjavec as trainers. Total number of participants: 27 (18 men/9 women).

09/23/03

Seminar on communication with the media was held in Osijek for shop stewards from the Commerce Trade Union, with Stipe Jolic as trainer. Total number of participants: 19 (7 men/12 women).

09/25/03 to 09/27/03

Seminar on communication with the media was held in Stubicke toplice for shop stewards from the NHS trade union confederation, with Stipe Jolic as trainer. Total number of participants: 16 (12 men/4 women).

09/30/03 to 10/04/03

Fourth Regional Women's School was held in Rovinj, attended by women unionists from Croatia and other countries throughout the region. The main sponsors of this year's Women's School were SC/Croatia and the

Belgian trade union confederation FGTB, along with the ICFTU itself. The School, focusing this year on the problem of women workers in the informal economy, included workshops by Elise Bryant from the George Meany Center and Teresa Conrow (author of PSI's Manual on Organizing), as well as presentations by Sergeijus Glovackas from the ICFTU, Giovanna Rosignotti from the ILO and Marinka Boljkovac from the Trade Union of Croatian Journalists. USAID Mission Director Bill Jeffers also visited the event and addressed the gathering.

Total number of participants: 55 (0 men/55 women) from 28 organizations in 18 countries:

Albania (3), Azerbaijan (1), Bosnia-Herzegovina (1), Bulgaria (2), Croatia (26), Czech Republic (1), Estonia (1), Georgia (1), Hungary (1), Kosovo (2), Latvia (1), Lithuania (2), Macedonia (4), Romania (2), Russia (1), Serbia-Montenegro (3), Slovak Republic (1) and the Ukraine (2).